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ABSTRACT

This book offers trainers and human resource managers an alternative approach to train people more effectively and capitalize on multimedia-based tools. The approach is based on computer-based training and virtual learning theory. Chapter 1 discusses how to remedy problems caused by bad training. Chapter 2 focuses on simulating work and creating ideal learning environments. Chapter 3 depicts virtual learning as a success-based learning system that allows failure with dignity. Chapter 4 describes 10 rules to guide companies' thinking and training and offers suggestions for putting these rules to work for training. Chapter 5-9 communicate how computer simulations and scenarios incorporate the learning principles discussed in chapter 4 and how the resulting training is far more effective. The companies discussed are Andersen Consulting, Diamond Technologies, Anixter Corp., Target, and Bennigans. The chapters do not describe case histories, but rather the thinking that went into designing the simulations and scenarios, obstacles that had to be overcome, and reactions of everyone from top executives to trainees to results of virtual learning. Chapters 10-13 provide bases for establishing the effectiveness of virtual learning. They tell a number of stories about the techniques that enhance goal-based scenarios' efficacy and a preview of a virtual learning future. Chapter 10 provides a rationale for virtual learning in training: it is designed to work in harmony with the way the mind learns. (YLB)

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